Criteria for rating - pts

1. The candidate can apply the competency in the simplest situations. The candidate may require close and extensive guidance.

2. The candidate demonstrates the behavior in somewhat difficult situations. The candidate may require significant mentoring to develop.

3. The candidate demonstrates the behavior in difficult or challenging situations. The candidate may require occasional mentoring to develop.

4. The candidate demonstrates the behavior in considerably difficult situations. The candidate does not require mentoring to develop the behavior.

5. The candidate demonstrates the behavior in exceptionally difficult situations. The candidate serves as a role model for others for this behavior.

Questions:

Question #1: This question is not scored on its own. However, the answer may be considered in your overall impression score.

(Organizational Fit - 7) Intro #7 - Tell us something about yourself that we wont find on your resume.

Question #2: (Organizational Fit - 12) Adaptability #2 - Tell us about a time you made a change in your behavior based on feedback from someone. What was your thought process? What steps did you take? How do you know you made the change successfully?

Question #3: (Organizational Fit - 18) Communication #2 - Tell us about a difficult or complex idea you had to explain to someone. How did you explain it? Were you successful?

Question #4: (Organizational Fit - 22) Continuous Learning #3 - Where do you feel you still need to grow as a leader? What led you to that conclusion?

Question #5: (Organizational Fit - 31) Initiative #2 - Give an example of an important goal that you set in the past. Tell about your success in reaching it

Question #6: (Organizational Fit - 38) Interpersonal Skills #2 - Describe a time when you were able to establish rapport with a person that others referred to as "difficult."

Question #7: (Organizational Fit - 42) Interpersonal Skills #6 - Tell us about a time when a project team member did not agree with your technical recommendation. What did you do? What was the result?

Question #8: (Organizational Fit - 60) Resilience #1 - Tell us about a time you made a mistake or had a failure. What did you do about it?

Question #9: (Organizational Fit - 84) Results Oriented #16 - Give us an example of a time when you were willing to compromise on something relatively important to you in order for the team you were a member of to proceed with a project.

Question 10: (Organizational Fit - 104) Teamwork #12 - Give us an example of when you worked cooperatively as a team member to accomplish an important goal? What was the goal or objective? What was your role in achieving this objective? To what extent did you interact with others on this project?

Final Question: Not scored. Do you have any questions for us?

Rate your overall impression of the candidate's ability to serve as a positive contributor to the technical and leadership skills required for this position:

1 pt –
• The candidate is not a good fit for this position
• The candidate did not demonstrate sufficient ability in all of the behaviors

2 pts

• The candidate demonstrates the behaviors required but not to a satisfactory level
• The candidate did not demonstrate sufficient ability in most of the behaviors

3 pts
• The candidate demonstrated the behaviors required, but only some of the behaviors are developed to the level expected of this position;
• The candidate demonstrated most of the behaviors, however would require significant coaching in the remaining behaviors to achieve the level necessary to be successful in the position.

4 pts
• The candidate demonstrated the behaviors required; most of the behaviors are developed to the level expected of this position;
• The candidate demonstrated most of the behaviors, however would benefit from basic coaching in the other behaviors to achieve the level necessary to be truly successful in the position

5 pts
• The candidate demonstrated the behaviors a level expected of this position or exceeds the level expected of the position;
• The candidate demonstrated all the cultural behaviors; demonstrated the ability to be successful in the position from day 1; demonstrated the potential to serve as a role model for others in the organization.

The scores for questions 1 – 10 and the overall impression are totaled.